

**DEPARTMENT OF ENVIRONMENT & LABOUR
ANNUAL ACCOUNTABILITY REPORT
FOR THE
FISCAL YEAR 2001-2002**

September 2002

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1. Accountability Statement

The accountability report of the Department of Environment and Labour for the year ended March 31, 2002, is prepared pursuant to the *Provincial Finance Act* and government policy and guidelines. These authorities require the reporting of outcomes against the Department of Environment and Labour's business plan information for the fiscal year 2001-02. The reporting of department outcomes necessarily includes estimates, judgements and opinions by department management.

We acknowledge that this accountability report is the responsibility of department management. The report is, to the extent possible, a complete and accurate representation of outcomes relative to the goals and priorities set out in the department business plan for the year.

Minister

Deputy Minister

2. Message from the Minister

On behalf of the Department of Environment and Labour, I am pleased to present the Department's accountability report for fiscal 2001-02.

The purpose of the report is to document the Department's performance in relation to the goals and priorities set out in the 2001-02 business plan.

The Department has taken positive steps over the past year to support the further integration of former divisions, agencies and departments into our new Department. These initiatives include measures to improve coordination of administrative services delivery to departmental agencies, boards, and commissions; development of a proposal for an integrated service request handling process; establishing a clerical forum to enable clerical staff from all divisions to meet and share information about common issues and best practices; creation of a new Business and Information Services Division to provide integrated service delivery to all divisions of the new department; establishing an integrated departmental Joint OHS Committee, and formation of an inter-divisional Training Committee.

In addition to meeting the demands arising from restructuring, the Department has addressed fully or in part all of its 2001-02 goals. Highlights include:

- creation of a new Water and Wastewater Branch with strengthened programs for clean drinking water, water quality protection and water quantity assessment;
- implementation of an inspection targeting system for Occupational Health and Safety based on Workers' Compensation Board reported accident experience;
- development of risk-based environmental inspection/auditing procedures;
- implementation of amendments to the *On-Site Sewage Disposal Regulations* which increase consumer protection and provide for greater flexibility in the repair of malfunctioning systems;
- establishing new air emission reduction targets as part of the Nova Scotia Energy Strategy;
- completion of three new environmental stewardship agreements with paint manufacturers, provincial daily and weekly newspapers, and Tim Horton's Ltd.;
- improved communications systems to expedite processing of employment standards complaints; and
- streamlining of Alcohol and Gaming reporting and licensing procedures
- reducing the average response time to Workers' Advisers Program service requests from 8-12 weeks to 4 weeks.

These achievements in 2001-02 position the Department of Environment and Labour to build upon current initiatives and to address future commitments.

Honourable David Morse
Minister of Environment and Labour

3. Introduction

The 2001-02 business plan was the first to be developed by the new Department of Environment & Labour following its formation in 2000. In this initial post-restructuring period, the department's efforts have centred around three over-arching priorities:

- ◆ integration of systems and processes to support the previously separate regulatory activities brought together within the new department;
- ◆ streamlining the regulatory process to improve cost-effectiveness of service delivery; and
- ◆ continuing to address critical ongoing program delivery priorities such as water quality and quantity management, provision of timely and effective conciliation and mediation services, and promotion of workplace and public safety.

This Accountability Report provides detailed information on the department's performance in relation to the specific goals, priorities, outcome measures, and budget expenditure targets presented in its 2001-02 business plan.

Section 4 of the report outlines the results achieved by the department with respect to each of the priorities identified in relation to the following departmental goals:

1. Promote safe and healthy workplaces/work practices and safe buildings/equipment.
2. Promote sustainable management and protection of the environment and natural areas.
3. Promote employment standards, fair processes for wage compensation, effective labour-management relations, and fairness for injured workers.
4. Promote and protect the interests of financial services consumers and pension plan members.
5. Promote consumer protection in gaming/amusement activities and the retail service of alcohol.
6. Continuously improve the service we deliver and improve public and staff satisfaction with the work of the department.

Section 5 summarizes the financial results achieved by the department in terms of actual versus budgeted net expenditures for 2001-02.

Section 6 outlines the results achieved in relation to the departmental outcome measures established for each of the department's core business functions.

It is suggested that the report be read in conjunction with the business plan, which can be accessed on the Department of Environment and Labour web-site at http://www.gov.ns.ca/enla/pubs/b_plan02.pdf. Hard copies of the business plan can also be obtained by contacting the Department of Environment & Labour Policy Division at 902-424-4944.

4. Department Progress and Accomplishments

Goal #1

Promote safe and healthy workplaces/work practices and safe buildings/equipment

Develop/revise regulations for:

First Aid

- ◆ Amended First Aid Regulations were approved by Cabinet in August, 2001 and implemented on September 3, 2001. The amendments provide for improved delivery of First Aid Services by increasing the number of providers of First Aid Training and removing the prohibition of the administration of medication by employers or first aid attendants. The changes also clarified record keeping requirements and the conditions for remote location plans.

Temporary Workplace Traffic Control

- ◆ Draft Temporary Workplace Traffic Control Regulations have been prepared and reviewed externally and internally. Legal drafting instructions have been prepared and this initiative is scheduled to proceed in 2002/2003. The proposed changes are designed to provide highway employees at temporary worksites with protection based on the highway's classification and vehicle volumes by preventing vehicle accidents at these sites.

Fire Safety, Elevator and Lifts

- ◆ Completion of amendments to regulations pursuant to both the *Fire Safety Act* and the *Elevators and Lifts Act* was delayed during 2001-02 pending passage of these items of legislation. (As a result of passage of the *Fire Safety Act* and the *Elevator and Lifts Act* in the Spring 2002 legislative session, completion of revisions to the regulations pursuant to these Acts will be submitted to Executive Council in 2002-03.) Both of these acts have been modernized to provide a risk/benefit regulatory system which will increase public safety by clearly defining the responsibilities of the owner and regulatory authorities.

Develop a five year plan to review regulations as required by amendments to the Occupational Health and Safety Act.

- ◆ A five year plan to deal with sunset provisions of the OHS regulatory review has been developed and is available on the Department's website at www.gov.ns.ca/enla/ohs/reg_proc.htm

Review the existing organizational structure for delivery of the OHS program, in accordance with government direction, including the creation of an Accident Prevention Training unit to assist employers and employees.

- ◆ The department has contributed to a review of this matter with a decision expected during fiscal 2002-03 as part of Government's response to the Workers' Compensation Review Committee Report.

Develop a strategic plan to guide future development and delivery of OHS services.

- ◆ A strategic plan for the next 3 - 5 years has been developed, reviewed with OH&S Advisory Council and approved for implementation by the Deputy Minister. The mission statement for the plan is "helping employers and employees reduce occupational injury and disease".

Goal #2

Promote sustainable management and protection of the environment and natural areas

Water and Wastewater Management

Complete the development of a sewage management strategy for the province that addresses current deficiencies in sewage management such as untreated sewage discharges, old and aging sewage treatment plants, and malfunctioning on-site systems.

- ◆ A discussion paper was released in March 2001 followed by public consultation sessions completed in June 2001. An initial draft sewage management framework has been completed incorporating feedback received from public consultations and meetings with stakeholders, including Service Nova Scotia & Municipal Relations, Environment Canada and the Union of Nova Scotia Municipalities.
- ◆ The sewage management program will include an implementation plan to address central sewage systems, on-site systems, development, financing and the role of NS Environment & Labour. Public education is a key component of the program.
- ◆ A new Water and Wastewater Branch has been created to better coordinate sewage management with other water issues.

Release a water strategy which sets objectives for water management, including a focus on clean drinking water, water quality protection, and water quantity assessment.

- ◆ A draft drinking water strategy has been completed, based on a review of current and best practices with respect to water management. The strategy will be finalized following analysis of the recommendations of Part 2 of the Walkerton Inquiry Report released in May 2002.

Under the new Water and Wastewater Branch strengthened programs focusing on clean drinking water, water quality protection and water quantity assessment have been developed.

Work with municipalities to develop cost effective environmental solutions to infrastructure problems resulting in an improved ability to address water/wastewater

issues.

- ◆ The Department has continued to work closely with municipalities on specific water quality issues - e.g. trihalomethanes (THMs) in municipal drinking water supplies. Further work will be undertaken through the implementation of the water strategy and sewage management program including identifying training opportunities for facility operators and establishing a voluntary program for treatment facilities that will improve treatment plant operation and performance
- ◆ The department has also worked closely with the five municipalities and five First Nations in Cape Breton to encourage development of cost effective community solutions to water and wastewater management issues around the Bras d'Or Lakes. A pilot initiative in this region will support strategic approaches to water quality management in other areas of the Province. For example, the project provides a model for community engagement that encourages partnership approaches to water quality management.

Audit municipal and public drinking water systems and suppliers to verify compliance with the regulations and to ensure that safe drinking water is being provided to consumers.

- ◆ Registration of public drinking water supplies is continuing with approximately 1100 registered as of March 31, 2002. Registration of the remainder will be completed by October 2002.
- ◆ A bacteriological quality audit of all municipal water supplies was completed in June 2001 and a full chemical quality audit was conducted in November 2001. The audit indicated 100% compliance on bacteriological parameters. The number of water supplies with high THM's has dropped from 18 to 10 since 1999. Audits will continue twice annually.
- ◆ The department has also initiated a review and standardization of all water treatment plant operating Approvals to update the terms and conditions contained in Approvals in accordance with current regulatory requirements, where required.

Air Quality

Develop and implement sulphur dioxide emission reduction standards. These reductions will be a major step in meeting the commitments of the Canada-wide Acid Rain Strategy for Post 2000 and the New England Governors/Eastern Canadian Premiers Acid Rain Action Plan, both of which are designed to reduce and eventually eliminate acid rain damage.

- ◆ The Nova Scotia Energy Strategy released in the fall of 2001 includes sulphur dioxide reduction targets (25% reduction in sulphur dioxide emissions by 2005 and a cumulative 50% reduction in sulphur dioxide emissions by 2010). Amendments to the Air Quality Regulations to implement 25% sulphur dioxide reductions are being drafted and will be presented to Executive Council in 2002/03.

Nature Reserves

Following public consultation, develop updated and improved legislation to protect the province's nature reserves.

- ◆ The *Nature Reserves Protection Act* (Bill 73) was introduced in November 2000, followed by a consultation process to solicit views on the Bill. Additional consultations and revisions are ongoing.

Solid Waste Resource Management

Increase industry involvement in environmental management through the development of agreements relating to the management of paint, fast food and newspapers.

- ◆ Amendments to existing regulations were announced on March 1, 2002 that enabled the creation of a province-wide paint recycling program to be implemented on June 1, 2002. Nova Scotians purchase more than two million containers of paint every year and nearly 25% of this paint is never used. This program - a partnership between the Province and the paint industry - will allow residents to return leftover paint to any of the province's Enviro Depots at no charge. The used paint will be shipped to a facility in Springhill and the operation is expected to produce 350,000 litres of recycled paint annually.
- ◆ An agreement was reached in March 2002 with Tim Horton's Ltd. to create a public awareness program to address litter from the fast food industry, with implementation of the program to begin in April 2002. The program will include in-store signage, radio advertisements and outdoor clean-ups.
- ◆ A ten year agreement was signed in June 2001 between the Province of Nova Scotia and the publishers of its eight daily newspapers. A similar agreement was signed in February 2002 with the publishers of weekly newspapers. Together, they donate approximately \$200,000 of "in kind" advertising to offset costs associated with newspaper recycling.

Green Plan

Design and initiate a process for the development of a "green" plan for the Province in 2003.

- ◆ Following approval of the approach and scope of the project by Treasury and Policy Board in December 2001, an inter-departmental steering committee with representation from six departments was established. The committee has developed a draft Framework for Environmental Management for the Province of Nova Scotia which is currently under review by the participating departments.

Environment Act

Prepare and release a response to the Report of the Advisory Committee responsible for reviewing the Environment Act, and prepare amendments to the Environment Act.

- ◆ The department's response to the Advisory Committee's Report has been prepared and is undergoing final review. A process has been initiated to develop proposed amendments to the *Environment Act*.

Goal #3

Promote employment standards, fair processes for wage compensation, effective labour-management relations, and fairness for injured workers.

Improve the delivery of investigative and advisory services to clients with a view to reducing the response time to employment standards complaints.

- ◆ Improvements to the Labour Standards telephone communications systems were implemented providing for better management of incoming calls and improved client access to information and advice. Work continues on reducing the response time to employment standards complaints.

Review the Province's minimum wage rates and recommend appropriate adjustments, if required.

- ◆ Section 51 of the Nova Scotia *Labour Standards Code* requires an annual review of minimum wage rates by the Department of Environment and Labour. This review was completed in 2001-02 and recommendations were presented to Executive Council.

Maintain existing service response times for conciliation requests as required under the Trade Union Act and continue to offer preventative mediation programs in support of the heavy collective bargaining agenda in both the public and private sectors anticipated for 2001-02.

- ◆ The Department has continued to provide timely and effective conciliation/mediation services to all clients during 2001-02. A conciliation case is assigned to an officer within 14 days after receipt of the request. Meetings are usually scheduled within 5 weeks of the assignment date.

Ensure the provision of competent service to all eligible injured workers through implementation of applicable recommendations of the Auditor General and Review Committee.

- ◆ Staff, as part of a pilot initiative, have been reallocated to gather data on early assistance as recommended by the Auditor General. Following review of this data, a determination will be made as to the potential of this approach as a means of

achieving improved service. The results of this pilot were viewed as positive and further implementation will depend on the strategic planning process being undertaken at the WCB during the next fiscal year.

Goal #4

Promote and protect the interests of financial services consumers and pension plan members

Develop insurance legislation which is harmonized within the Atlantic region, and initiate development of related regulations

- ◆ Ministers responsible for insurance met in March 2002 and agreed to seek Cabinet approval in principle of the draft Model legislation for Fall 2002, with instructions to initiate legislative drafting targeting introduction of legislation for Fall 2003. Work on an inventory of regulations, and draft regulations based on existing provisions in place in Canada has also been initiated. Harmonization through this model legislation could lead to reduced costs for industry and consumers, as well as promoting cooperation and uniform decision making among the Atlantic provinces.

Respond to proposed amendments to the Credit Union Act prepared in accordance with a scheduled review in conjunction with the credit union system.

- ◆ The credit union system committee expects to conclude its work and make recommendations to the Minister in late Fall 2002. Receipt of its report is anticipated in November 2002. The Department's review and response to the recommendations will follow, with drafting of appropriate legislative changes as necessary.

Introduce new Life Agent education standards in coordination with the Canadian Council of Insurance Regulators and Canadian Insurance Services Regulatory Organization.

- ◆ In coordination with other regulators, a transitional model was developed to address industry concerns regarding implementation of the program, including costs. This priority has been brought forward for fiscal 2002/2003.

Research and develop policy alternatives and standards and provide representation and negotiation of Nova Scotia's interests in the development of federal/provincial pension benefits standards legislation

- ◆ Model law principles and business case were revised to reflect discussions among regulators and were approved by regulators in December 01.

Prepare regulations in response to omnibus legislation passed in the Fall session of the Legislature which resulted in changes to the Pension Benefits Act.

- ◆ Regulations were completed and in place May 31, 2001. A guide to interpretation of the new regulations was completed in July 2001.

Draft amendments to the Pension Benefits Act and regulations for harmonization of legislation with other jurisdictions, clarify provisions, and address the needs of plan members and sponsors.

- ◆ Amendments to the *Pension Benefits Act* (Bill 9) introduced on March 27, 2001 had received second reading and were before Law Amendments Committee when the Spring 2001 legislative session adjourned. Bill 9 was not addressed in the Fall 2001 session. Drafting of regulations to correspond with changes continued, with the intent to release draft regulations for public consultation when the bill was passed. (Bill 9 was passed in the Spring 02 legislative session)

Goal #5

Promote consumer protection in gaming/amusement activities and the retail service of alcohol

Implement automated business solutions such as integrated computer systems and continue to expand the use of electronic communications and the Internet for communications among licensees, stakeholders and government.

- ◆ AGA's web-site has been upgraded to allow certain licence applications to be made on-line. A cost-benefit and feasibility assessment of transferring selected AGA licenses and permits to NS Business Registry has been completed.

Review gaming, liquor and amusement activities to ensure they are conducted in accordance with legislation and in the general public good.

- ◆ A review of satellite bingo was conducted to assess the impact of this form of gaming in Nova Scotia.

Prepare regulations in response to omnibus legislation passed in the Fall session of the Legislature which resulted in changes to the Gaming Control Act, the Liquor Control Act, and the Theatres and Amusements Act.

- ◆ The AGA completed a comprehensive review of five sets of regulations relating to this priority as part of the *Justice and Administration Reform Act* (Bill 80). Stakeholder reports forming part of this activity were forwarded to the Department of Justice for further review. This activity will continue during the 2002/2003 fiscal year.

Goal #6

Continuously improve the service we deliver and improve public and staff satisfaction with the work of the department

Establish the Department as a "learning organization" through the collaborative development and delivery of in-house training and education sessions.

- ◆ Successful Clerical Forum and staff orientation Open House events were presented which provided opportunities for staff from all areas of the merged department to meet and improve their awareness of the new department's programs and services.
- ◆ Team building sessions were conducted in a number of divisions to support implementation of organizational changes resulting from departmental restructuring.
- ◆ An MOU is being developed between DEL and the Nova Scotia Community College to formalize an internship program. This will provide for an enhanced partnership between the Nova Scotia Community College, students and the Department of Environment and Labour in the area of Water Resources Technology and general environmental awareness. Students will receive work experience directly related to their training program. This initiative will also assist the department to proactively address recruitment issues in certain program areas.

Streamline the regulatory process by:

Implementing an approval delivery alternatives process in order to streamline the application process for selected low-risk activities that currently require an environmental approval.

- ◆ Proposed amendments to the *Activities Designation Regulations* have been developed that will enable selected activities to be conducted under a notification procedure as opposed to an approval, provided that certain conditions are satisfied. A notification procedure will simplify the application process for clients without compromising protection of the environment.

Continued streamlining of the approval process for the design and installation of on-site sewage disposal systems.

- ◆ Amendments to the *On-Site Sewage Disposal System Regulations* that increase consumer protection and provide more flexibility in the repair of malfunctioning on-site sewage disposal systems were implemented in October 2001.

Establishing exemption limits and more simplified reporting procedures for low profit charitable organizations, and creating an optional, multi-year licensing system, with respect to liquor, lottery and place of amusement licenses

- ◆ All aspects of this priority have been approved by Cabinet and implemented by the AGA including:
 - establishing a three year term for all charitable licensees;
 - implementing reduced reporting requirements applicable to charitable bingo licensees for operators with low prize awards; and
 - creating a new class of casino gaming assistants under the Casino regulations.

Develop and refine existing risk-based processes to improve the cost effective delivery of inspection services.

- An OHS inspection targeting system based on WCB-reported accident experience has been implemented, and a review of risk management approaches and literature from other jurisdictions has been initiated to identify current best practices and models.
- An environmental inspection targeting system has been developed that utilizes risk to the environment as the basis for environmental inspection scheduling. Risk-based inspection procedures have been developed for new operational facilities, as well as existing operating approvals, issued under the *Activities Designation Regulations*.

Implement cross-functional delivery of selected inspection services in accordance with assessment of opportunities for improved client service delivery.

- A cross-divisional team was established to assess opportunities for coordination of inspection efforts. A joint inspection process was piloted at a large public entertainment event.
- In collaboration with CSU IT staff, a proposal was developed for an integrated service request handling process.

Develop a common platform for delivery of administrative services to departmental agencies, boards, commissions and tribunals based on assessment of opportunities for cost savings.

- ◆ The Department of Environment and Labour's Restructuring Team created a working group which examined the administrative processes of the agencies, boards, commissions, and tribunals associated with the Department and produced a detailed report with recommendations. One recommendation proposed that all appointments to the agencies, boards, commissions, and tribunals be coordinated through a centralized position. This recommendation has been approved and implemented
- ◆ The balance of the recommendations have been reviewed and implementation is proceeding. Administrative systems of the Boards and Tribunals associated with the Labour Services Division have been analyzed and examined for opportunities to improve efficiency. An Intern has been hired through the Career Internship Program to identify case management needs of all Boards and Tribunals within Labour Services, with a view to improving information/case management through the creation of a common administrative system.
- ◆ A new board and a new committee have been integrated into the Labour Services Division (Crane Operators Appeal Board/Power Engineers and Operators Appeal Committee) without additional staff resources. In addition, the Non-binding Arbitration Program was transferred to Labour Services from Voluntary Planning and is now being administered without additional resources or staffing.

Review the Workers' Advisers Program intake process in order to achieve and maintain appropriate response times and assure continued regionalisation of this service.

- ◆ The response time for requests for service has been reduced from 8-12 weeks to 4

weeks. Regional intake is being monitored on a monthly basis to ensure the same response times are available to workers who reside in all regions.

Human Resources

Provide consultative advice and assistance to the Department with regard to its strategic initiatives, restructuring and re-building efforts, organizational design and labour relations issues

- Human Resources staff supported implementation of organizational changes resulting from restructuring by providing advice and assistance related to administration of the collective agreement and human resource policy and procedures.

Provide advice and assistance regarding Occupational Health and Safety Audit preparation by leading audit readiness exercises and follow-up in the sections which have not yet been completed

- Progress on this objective was delayed due to the merger of the departments and the resulting requirement to develop integrated workplace OHS committee structures and processes within the new department. The priority over the past year has been to develop a revised Occupational Health and Safety Program for the new department which, at year end, was approximately 80% complete.

Coordinate departmental activities in support of the Bargaining Unit Classification Review

- Implementation of the departmental plan for the Bargaining Unit Classification Review is on schedule.

Coordinating Departmental activities in support of the classification review for Excluded positions

- The initial stages of the review for excluded positions have been completed and the department is on schedule.

Information Technology

In 2001-02, the major focus for IT services was integration of the technologies used by the two business units, Environment and Labour, and the prioritization, enhancement and development of technology solutions to meet the business needs of the new Department.

- ♦ The IT division has provided comprehensive planning for the department's IT systems. Key accomplishments include:
 - Specification, development and implementation of a Corporate Service Unit wide tender and standing offer for desktop systems;

- ▶ Monitoring of network traffic to determine and plan for increasing capacity requirements;
- ▶ Performance of regular upgrades to network and desktop software to ensure compatibility, stability, reliability, for desktop and network security;
- ▶ Preparation and recommendation of a Technology Refresh Strategy for the Department.

Other priorities for 2001 include the following:

Support and enhance the Environmental Information Management Access System (EIMAS) in accordance with business plans and priorities and support initiatives begun in 2000 to assist with the purchase and implementation of the system in other jurisdictions outside of Nova Scotia.

- ◆ IT staff travelled to India in September 2000 and met with the Gujarat Pollution Control Board and the World Bank to demonstrate EIMAS. A final agreement between the Province and the Gujarat Pollution Control Board for the use of the EIMAS software has been drawn up and minor changes to the EIMAS system data entry screens will be made prior to its delivery to India. The Resource Corporate Service Unit - IT Division completed the enhancements for the Public Drinking Water Registration legislation, and have begun modifications to support Petroleum Storage Tank Registration.

Provide assistance to the department's Occupational Health and Safety Division in the selection and implementation of a province wide system to support the department's occupational health and safety inspections procedures.

- ◆ The IT Division worked with the OH&S Division in securing and evaluating an analysis of its requirements in relation to services provided by the Nova Scotia Business Registry (Licenses Plus). When it was determined that a suitable solution was not available through NSBR, the IT staff worked with the Division to define its requirements and to prepare a Request for Proposal.

Continue to participate in the inter-CSU project to provide regionally-based IT support among departments whose regional offices share a common location.

- ◆ Provided day to day administration and management to the regionally based, inter-CSU IT support team comprised of resources from Justice, Community Services, Service Nova Scotia Transportation & Public Works, Health and Resources CSU's.
- ◆ Provided resolution to approximately 6000 service requests province-wide to virtually every department and agency of government.

Financial Services

Implement and deliver the Provincial Tangible Capital Assets (TCA) program

- ◆ Implemented the Provincial Tangible Capital Assets program which provides for improved valuation and reporting of all tangible capital assets, resulting in better information to support capital asset management and planning.

Review existing financial policies and procedures to ensure that process improvements are made adding value and reducing bureaucratic "red tape".

- ◆ Existing financial policies and procedures, such as procurement processing of information technology goods and services, are currently under review in an attempt to improve process, add value and reduce bureaucratic "red tape".

Provide strategic financial advice to the department of Environment & Labour during the formation of the new department. This will include the development of the department's budget and salary analysis/costing.

- ◆ The Financial Services Division has worked closely with senior management in integrating budget and reporting functions for the merged department to provide timely and accurate delivery of financial information.

Prepare and monitor estimates and forecasts for resource departments. Ensuring that department fiscal targets are met by providing sound financial advice and assistance.

- ◆ Timely and efficient support provided in the preparation and monitoring of estimates and forecasts assisted the department to meet its fiscal targets.

5. Financial Results

Budget Context

The Department of Environment & Labour 2001-02 budget expenditures, by core business function, are summarized below.

Core Business Functions	2001-02 (Estimate) (000's)	2001-02 (Actual) (000's)
Legislative & Regulatory Compliance	16,904.3	15,369.5
Environmental & Natural Areas Management	3,889.0	3,279.7
Dispute Resolution	1,323.7	1,282.5
Advice & Assistance to Injured Workers	1,055.0	933.8
Executive/Management Services	3,900.0	3,275.1
TOTAL	27,072.0	24,140.6

Savings were achieved in all core business function areas. This was due primarily to factors such as unfilled vacant positions, delayed implementation of software system acquisition, and more comprehensive accounting and recovery of Occupational Health and Safety Division administrative overhead costs.

6. Outcome Measures

In 2001/2002 the Department of Environment and Labour refined several of the outcome measures that are used by the department to track progress towards departmental goals. The revised outcome measures are presented in the 2002/2003 business plan. As the revised measures more accurately reflect the department's progress, we have used them to report on progress for the 2001/2002 fiscal year. The changes made to outcome measures are summarized below:

- specific targets for sulphur dioxide, mercury and nitrogen were established in 2002, in accordance with commitments made within Nova Scotia's Energy Strategy, that have improved upon and replaced the previous measure for air quality;
- a measure of the number of people employed within the environment sector was replaced with a measure of the number of business sectors and municipalities with pollution prevention plans and/or environmental management systems in place as this measure can be more effectively linked to the effect of departmental programs;
- an additional measure was added in 2002 that focuses on the percentage of pension plan members covered by plans that are registered and considered by the Province to be secure;
- several new measures were developed in 2002 that focus on partnerships in delivery of water resource management plans, investment in community environmental programs and application of a risk based inspection and auditing program - where data is available, the department has also reported on results achieved in relation to these measures.

Outcome Measures

Core Business Area 1:

Environmental Protection and Natural Areas Management

Percentage of Population (Served by Municipal Water Supplies) That Receives Water Meeting the Health Based Criteria of the Guidelines for Canadian Drinking Water Quality

The Nova Scotia Department of Environment and Labour (DEL) is committed to sustainable management and protection of the environment and natural areas. A desired outcome in meeting this commitment is clean water, air and land.

What Does The Measure Tell Us?

One measure of availability and access to clean water is the quality of water from municipal water supplies (54% of Nova Scotians are served by municipal water supplies). One of the Department of Environment and Labour's requirements for municipally supplied water is that it meet the health-based criteria of the *Guidelines for Canadian Drinking Water Quality* (guidelines developed jointly by Health Canada and provincial health and environment ministries). The department tracks the percentage of the Nova Scotia population served by municipal water supplies meeting this standard. This measure not only helps provide an overall picture of access to quality drinking water, but also helps gauge the effectiveness of recently introduced water monitoring regulations in meeting the health-based criteria.

Where Are We Now?

In 2001, 99% of the Nova Scotia population (served by municipal water supplies) received water meeting the health-based criteria for coliform bacteria (a common and problematic contaminant) in the *Guidelines for Canadian Drinking Water Quality*. This is a considerable improvement over the 1998 baseline measure when only 86% received water of this standard.

There are other health-based criteria relating to non-bacteriological contaminants for which the department will develop targets once baseline data is available.

Where Do We Want To Be?

Our target for 2004-05 is to have 100% of the population (served by municipal water supplies) receiving water meeting coliform bacteria criteria guidelines. Other criteria targets will develop as base year data is available. This target will be achieved by enforcing recently introduced water monitoring regulations, implementation of a drinking water strategy and municipal water supply protection plans.

Provincial Emissions Total for Sulphur Dioxide (SO₂)

DEL is committed to sustainable management and protection of the environment and natural areas. A desired outcome in meeting this commitment is clean water, air and land.

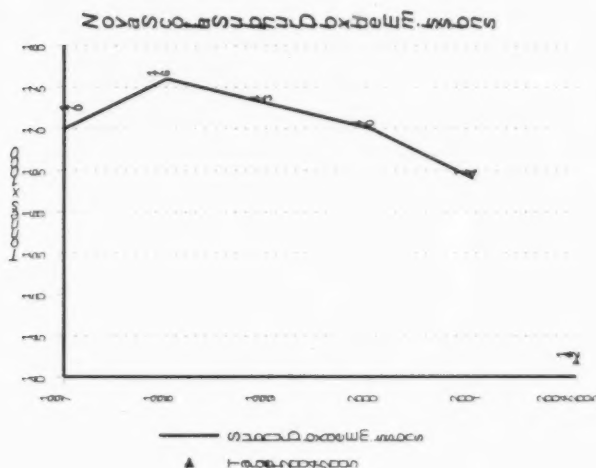
Clean air is an essential component of a healthy environment as well as human health. A range of air contaminants affect Nova Scotia's air quality and the department works actively to reduce them.

What Does The Measure Tell Us?

The quantity of sulphur dioxide (SO_2) emitted is a major determining factor for clean air. As a fine particulate matter, SO_2 is both a prevalent and harmful air contaminant. It is the main contributor to acid rain and can have significant impacts on human health. Improved air quality is therefore partly dependent upon reductions in SO_2 . To that end, DEL has established realistic and measurable targets for the reduction of SO_2 .

Where Are We Now?

In the year 2001 approximately 164,000 tonnes of sulphur dioxide were emitted in the province, primarily through major industrial sources. This is a reduction from our base year measure of 170,000 tonnes in 2000.



Source: Nova Scotia Department of Environment and Labour

Where Do We Want To Be?

By working with major industries and establishing a requirement to reduce emissions through the use of lower sulphur fuels, DEL aims to reduce total SO_2 emissions to 142,000 tonnes per year by 2004/2005. It should be noted, however, that because industry is not required to meet targeted reductions until 2005, there may be some fluctuation in levels both up and down prior to 2005.

Provincial Emissions for Mercury From Electrical Power Generation

DEL is committed to sustainable management and protection of the environment and natural areas. A desired outcome in meeting this commitment is clean water, air and land.

Clean air is an essential component of a healthy environment and important to human health. A range of air contaminants affect Nova Scotia's air quality and the department works actively to address them.

What Does The Measure Tell Us?

In Nova Scotia mercury emissions are produced primarily through the electrical power

generation sector. The effects of mercury on both human and environmental health are serious. Through reductions in total mercury emissions we are effectively working toward our clean air objectives. The department has established realistic and measurable targets for the reduction of mercury emissions.

Where Are We Now?

In 2001 approximately 185 Kg of mercury were emitted in the province through electrical power generation sources. This is a significant decrease from our baseline measure of 267 Kg in the year 2000.

Where Do We Want To Be?

By working with Nova Scotia Power to encourage the use of lower mercury fuel sources, the department is targeting for sustained reductions in mercury emissions of 30% less than year 2000 levels by 2005. It should be noted however, that because industry is not required to meet targeted reductions until 2005, there may be some fluctuation in levels both up and down prior to 2005.

Provincial Emissions for Nitrogen Oxides (NO_x)

DEL is committed to sustainable management and protection of the environment and natural areas. A desired outcome in meeting this commitment is clean water, air and land.

Clean air is an essential component of a healthy environment as well as human health. A range of air contaminants contribute to Nova Scotia's air quality and the department works actively to address them.

What Does The Measure Tell Us?

In Nova Scotia, nitrogen oxide (NO_x) emissions are produced through a range of industrial sources. As a pre-cursor to ground level ozone (smog) and acid rain, the environmental impacts of nitrogen oxides are numerous. Recognizing that these impacts must be addressed, DEL has set targets for reduction of nitrogen oxides.

Where Are We Now?

In 2001 approximately 75,000 tonnes of nitrogen oxide were emitted in the province. This is unchanged since the base year measure in 2000. It should be noted that because industry is not required to meet targeted reductions until 2009, there may be some fluctuation in levels both up and down prior to 2009.

Where Do We Want To Be?

By working with industry the department is targeting for a 20% reduction in nitrogen oxide emissions by 2009. Our strategy is to work with major industrial sources to reduce emissions, and require the use of low NO_x burners for new and upgraded facilities.

Percentage of Municipal Solid Waste Landfills Meeting Departmental Standards

DEL is committed to sustainable management and protection of the environment and natural areas. A desired outcome in meeting this commitment is clean water, air and land.

Our ability to maintain an environment with clean water, air and land requires the effective management of Nova Scotia's solid waste resources on a province wide level.

What Does The Measure Tell Us?

Measuring the percentage of municipal solid waste landfills meeting departmental standards helps indicate to what degree municipal solid waste is still impacting the environment. New departmental standards require leachate collection and control to protect surface and groundwater. By working to achieve full compliance with departmental standards we are promoting the best management practices for municipal landfills to minimize environmental impacts on water land and air. Full compliance will also contribute to a more equitable distribution of the costs and benefits of waste management across all regions of the province.

Where Are We Now?

3 of 18 (17%) municipal waste management sites are meeting departmental standards as of fiscal year 2001/2002 (The baseline year for measuring progress).

Where Do We Want To Be?

By working with municipalities, enforcing regulations, and continuing to implement the Solid Waste Resource Management Strategy we are targeting for 100% compliance in 2004/2005.

Amount of Land Designated for Protection

Natural areas protection is one of DEL's targeted outcomes within the core business area of environmental protection and natural areas management. Protected areas are representative examples of the province's natural landscapes as well as sites and features of outstanding natural value.

What Does The Measure Tell Us?

Measuring the amount of land designated for protection is an indicator of progress made in meeting provincial and national commitments to establish systems of protected areas, and helps to indicate the state of biodiversity conservation. It is widely used for reporting and comparing jurisdictional progress by both governments and non-government organizations.

Where Are We Now?

As of fiscal year 2001/2002, (the baseline year for measuring progress), approximately 5% of the province is designated as protected. This includes 31 wilderness areas and 7 nature reserves.

Where Do We Want To Be?

DEL will work with industry and land conservation groups to identify and protect new sites on private lands. This will be achieved by conducting resource inventories, area assessments, encouraging private land stewardship, and supporting partnership agreements.

Number of Designated Protected Areas Benefiting From Direct/Active Management

Natural areas protection is one of DEL's targeted outcomes within the core business area of environmental protection and natural areas management. Protected areas are representative examples of the province's natural landscapes as well as sites and features of outstanding natural value.

What Does the Measure Tell Us?

While increasing the amount of land designated for protection is an important goal for the department, we must also ensure that existing protected areas are appropriately managed.

By increasing the number of designated protected areas benefiting from active management we are ensuring that our protected areas are thriving ecologically and receiving any necessary attention to ensure they continue to thrive.

Where Are We Now?

Currently one designated protected area is benefiting from direct / active management (this is our baseline measure). A model management plan has been initiated for the Tobetic Wilderness Area which, by land area, comprises approximately one third of protected areas.

Where Do We Want To Be?

The model plan will be applied to other significant wilderness areas. Management directives for these other areas will be developed over the next 10 years. This will be achieved through management planning, continued public education, supporting community partnership development, and enforcement.

Number of Solid Waste Regions Achieving 50% or More Diversion From Landfills

Engaging participation by communities in environmental management is a desired outcome in meeting our commitment to sustainable management and protection of the environment. Nova Scotia has set some of the most progressive waste reduction targets in Canada and is working actively to ensure community participation in recycling, composting and other waste management initiatives.

What Does The Measure Tell Us?

Nova Scotia is the first province to reach an overall diversion rate (amount of waste diverted from landfills by composting, recycling, etc.) of 50%. The diversion rate of 50% was established by the Canadian Council of Ministers of the Environment and agreed upon by all provinces. While Nova Scotia has reached the 50% mark, overall, the department is working to promote achievement of a 50% waste diversion rate by each of the seven solid waste regions.

Where Are We Now?

As of fiscal year 2001/2002, 2 of the 7 solid waste management regions had reached a diversion rate of 50% (baseline measure).

Where Do We Want To Be?

DEL's target is to reach a 50% diversion in all 7 waste regions by 2004/2005. This will be accomplished through education, increased access to centralized composting, and enforcement of solid waste management regulations.

Successful Partnerships Undertaken In the Delivery of Water Resource Management Programs

Encouraging participation in environmental management is a desired outcome within DEL's core business area of environmental protection and natural areas management.

When working to increase community involvement in environmental management, partnerships with community groups are an effective means to both increase involvement and raise awareness. Partnerships allow government to expand its influence, make best use of resources and reach more people with its programs.

What Does The Measure Tell Us?

The department measures each successful partnership as a step towards increased community participation in environmental protection. Currently we are focusing on increasing the number of partnerships undertaken in the delivery of water resource management programs.

Where Are We Now?

Three community partnerships have been initiated including a municipal sewage project in the Bras d'Or Lakes, agricultural water use program in the Annapolis Valley, and a nutrient management project.

Where Do We Want To Be?

By 2004/2005 we are targeting for the successful implementation of three partnership projects in the delivery of water resource management programs.

Number of Product Sectors Under Management Agreements

Encouraging participation in environmental management is a desired outcome within DEL's core business area of environmental protection and natural areas management.

Private sector participation in environmental management is effective in improving environmental performance on a voluntary basis and helps develop environmentally responsible business sectors.

What Does The Measure Tell Us?

Management agreements with industry sectors are an effective way to reduce waste and increase the use of recyclable materials. Through such agreements industry voluntarily works to modify products and packaging to decrease quantities of disposable waste and/or increase product/package recyclability. The department aims to continue to increase the number of management agreements for product sectors.

Where Are We Now?

Thirteen product sectors have been identified for developing stewardship/management agreements. As of March 2002, seven of those identified have entered into agreements including: dairy containers, daily/weekly newspapers, residential sharps, beverage containers, tires, used oil, and paint. (This is the baseline from which progress will be measured.)

Where Do We Want To Be?

The department aims to develop agreements with the remaining six sectors including: electronic goods, fast food packaging, oil containers, household hazardous waste, plastic film, and flyers and magazines, by 2004/2005. This will be accomplished by working with

the Resource Recovery Fund Board, and consultation and negotiation with industry.

Value of Investment in Community Environmental Programs

Encouraging participation in environmental management is a desired outcome within DEL's core business area of environmental protection and natural areas management.

One way the department works to increase participation in environmental management is by encouraging outside partner investment in DEL managed community environmental education programs.

What Does The Measure Tell Us?

The value of investment in community environmental programs is a measure of private sector and community interest in addressing environmental issues, as well as the level of support for government managed programs. In particular it demonstrates the private sector's willingness to get involved in, and contribute to, solutions for environmental issues affecting communities.

Where Are We Now?

In 2001/ 2002 the total outside partner investment in community environmental programs was \$186,256. Much of this funding went towards Nova Scotia Youth Conservation Corp community projects. This represents an increase over our base year 2000/2001 amount of \$182,524.

Where Do We Want To Be?

The department intends to work to annually maintain or increase (from baseline) existing levels of investment up to 2004/2005. The strategy to achieving this target is to focus on increased marketing of the Nova Scotia Youth Conservation Corp program to businesses.

Number of Participants in Education Programs Province Wide

Encouraging participation in environmental management is a desired outcome within DEL's core business area of environmental protection and natural areas management.

Public and private sector participation in environmental education programs increases environmental awareness and helps to change behaviours and practices that adversely effect the environment.

What Does The Measure Tell Us?

By measuring the total number of participants in environmental education programs province wide we can gauge public interest and awareness of environmental issues. In addition the measure tells us how effective programs are at engaging communities and also what types of programs are most effective.

Where Are We Now?

In 2001/2002 there were approximately 7500 participants in department-led environmental education programs province wide. This is an increase over our base year measure of 6800 participants in 2000/2001.

Where Do We Want To Be?

The department's target is to maintain or increase participation levels by 2004/2005 (from the baseline). This will be accomplished through both newly introduced and ongoing education programs.

Number of Business Sectors and Municipalities With Pollution Prevention (P2) and Environmental Management System (EMS) Plans

Sustainable environmental management is a desired outcome within DEL's core business area of environmental protection and natural areas management.

DEL actively works with business sectors to incorporate sustainable environmental management into their operations through the use of pollution prevention plans and environmental management systems.

What Does The Measure Tell Us?

By working with business sectors and municipalities to develop pollution prevention plans and environmental management systems, we are helping to ensure that long term environmental impacts of business and municipal operations are minimized. The greater the number of business sectors and municipalities involved, the wider the impact of environmental benefits throughout the province.

Where Are We Now?

In 2001/2002 there were a total of five business sectors participating in programs. (This is the baseline from which progress will be measured.)

Where Do We Want To Be?

The target for 2004/2005 is to increase the number of business sectors and municipalities with these plans. This will be accomplished by providing technical assistance, partnering with funding agencies and other levels of government, and partnering with business associations to implement new plans.

Percentage of Operational Facility Approvals to Which a Risk Based Inspection and Auditing Program (RBIA) Has Been Applied

Sustainable environmental management is a desired outcome within DEL's core business area of environmental protection and natural areas management.

Regulatory compliance plays an important role in DEL's ability to promote sustainable environmental management. DEL works with industry by providing support and guidance in meeting regulatory requirements.

What Does The Measure Tell Us?

The terms and conditions that are developed for approvals stipulate discharge criteria for the facility that will adequately protect the receiving environment. Risk based inspections utilize information on primary receptors, performance criteria, treatment controls, scope and level

of impact and reporting requirements as evaluation criteria to rate the degree to which a facility can negatively impact the environment. Those with the highest rating are inspected at a higher frequency to determine whether the facility is operating in compliance with the terms and conditions of the approval and whether the facility self-monitoring results accurately represent the discharges from the facility.

Where Are We Now?

Approximately 20% of operational facility approvals issued in 2001/2002 have a risk based inspection and auditing program applied to them. (This is the baseline from which progress will be measured.)

Where Do We Want To Be?

By 2004/2005 the department aims to have a risk based inspection and auditing program applied to 60% of approvals for operational facilities. This will be achieved by validating data-based assessments at facilities and developing a schedule for risk based inspection audits, as well as developing and implementing an enforcement policy.

Average Administrative Time to Process Applications for On-Site Sewage Disposal Systems

Improved client service is a desired outcome within DEL's core business area of environmental protection and natural areas management. The department recognizes that while environmental protection is a priority, we must also provide the best possible, timely service to our clients.

What Does The Measure Tell Us?

When a proposed building project requires an on-site sewage disposal system to treat sanitary waste, municipal units require that an approval for the installation of the system be received from DEL prior to a building permit being issued. Reduced turnaround times in the processing of on-site sewage disposal system approvals benefits developers by minimizing delays in obtaining their building permit and delays in construction.

Where Are We Now?

In 2001/2002 the average administrative time to process applications for on-site sewage disposal systems was 28 days. This is a significant reduction from our 2000/2001 base year measure of 40 days.

Where Do We Want To Be?

By 2004/2005, the department aims to decrease average turnaround time for on-site septic system approvals by 50% to 20 days. (From 2000/2001 base line). This will be accomplished through our ongoing application process re-design.

Core Business Area 2:

Public Safety and Occupational Health and Safety

Number of Inspections Where an Order is Not Issued

A safe working environment is a desired outcome within the department's core business area of public safety and occupational health and safety.

DEL works to promote compliance with a legislative framework that is reflective of current workplace standards. Among the tools the department uses to promote compliance with the legislative framework is workplace inspections.

What Does the Measure Tell Us?

If an inspector finds a workplace not in compliance with OHS legislation an order may be issued. Tracking the total number of inspections where an order is not issued helps provide an overall picture of compliance levels in the workplace. From this measure the department can monitor trends, increases or decreases in compliance levels.

Where Are We Now?

In 2001, 46% of inspections were conducted without an order being issued. (This is the baseline from which progress will be measured.)

Where Do We Want To Be?

The department's target for inspections where no order is issued is to be at or above the five year average in 2004/2005. This will be achieved by ongoing promotion and education of clients relative to the OHS requirements.

Average Number of Registered WCB Claims Per Hundred Employees

A safe working environment is a desired outcome within the department's core business area of public safety and occupational health and safety.

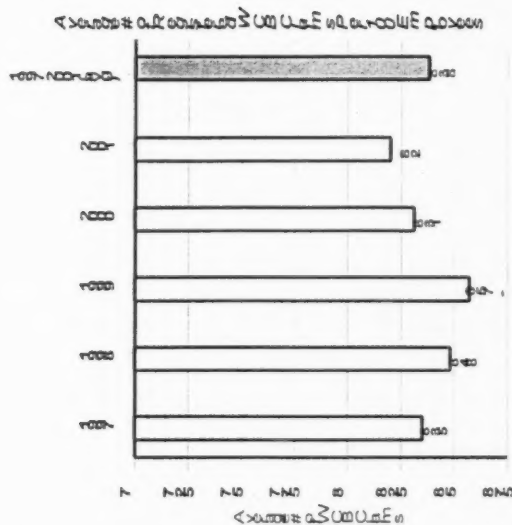
DEL works with employers and employees to promote compliance with a legislative framework that is reflective of current workplace standards. By creating safe working environments, we minimize workplace hazards and risk, which reduces the likelihood of accidents resulting in workers compensation claims.

What Does The Measure Tell Us?

The average number of registered Workers Compensation Board claims per hundred employees is indicative of the number of workplace injuries occurring in the WCB covered workplace which result in time away from work. The measure allows government to monitor trends, compare to national averages, and set targets for reductions in accidents. The current year measure is compared to the five year average because fluctuations occur annually, and only an average can provide an accurate baseline for comparison.

Where Are We Now?

The rate of claims per 100 employees for 2001 was 8.2. The five year average (between 1997-2001) is 8.38.



Source: Human Resources Development Canada
Nova Scotia Department of Environment and Labour

Where Do We Want To Be?

Our target through to 2004/2005 is to be at or below the five-year average. This will be accomplished, in part, by working closely with the Workers Compensation Board to identify high accident firms and sectors and frequent types of accidents, and to use this information to target compliance promotion activities and inspections more effectively.

Average Number of Compensable Days For All Compensable Time Loss Claims Receiving Benefits During the Year

A safe working environment is a desired outcome within the department's core business area of public safety and occupational health and safety.

DEL works with employers and employees to promote compliance with a legislative framework that is reflective of current workplace standards. By creating safe working environments, we minimize workplace hazards and risk, which reduces the likelihood of accidents resulting in workers compensation claims.

What Does The Measure Tell Us?

Measuring the average number of compensable days for compensable time loss claims receiving benefits helps to indicate the severity of injuries occurring in the workplace. Normally the longer a worker is receiving benefits, the more severe the injury.

Where Are We Now?

In 2001 the average number of compensable days in this category was 56.2. The five year average for the period 1997 to 2001 was 47.21.

Where Do We Want To Be?

The department's target for 2004/2005 is to have the average number of compensable days below the five year average. This will be accomplished, in part, by working closely with the Workers Compensation Board to identify high accident firms and sectors and frequent types of accidents, and to use this information to target compliance promotion activities and inspections more effectively.

Percentage of Juvenile Fire Setters Program Participants Who Do Not Re-offend

Fire safety is a desired outcome within DEL's core business area of public safety and occupational health safety.

One important area of focus with respect to fire safety is addressing juvenile fire starters. A large number of fires are started by youths ages 12-16 and children ages 4-8. Counselling these individuals through programs such as the Juvenile Fire Setters Program helps to prevent repeat activities.

What Does The Measure Tell Us?

The department tracks the number of Juvenile Fire Setters Program participants who do not re-offend. This measure tells us how effective the program is at changing behavior and attitudes.

Where Are We Now?

During 2001 there were no instances of re-offending among program participants. 100% did not re-offend.

Where Do We Want To Be?

Our ongoing target is to maintain the number of participants who do not re-offend at or above 95%. We will continue to achieve this target by working with the Department of Justice, Children's Aid, and mental health specialists in implementing the juvenile fire setters program.

Number of Incidents Reported Involving Injury From Elevators and Lifts

Within its core business area of public safety and occupational health and safety, DEL addresses the public's safety with respect to elevators and lifts.

Each year in Nova Scotia people are injured or put at risk by elevators and escalators. The department addresses this problem through regulations and inspection processes.

What Does The Measure Tell Us?

Any incidents (involving injury) that occur relating to elevators and lifts are required to be reported to the Chief Elevator Inspector. By tracking the number of accidents that occur each year on elevators and lifts, the department is able to measure the effectiveness of the safety system in place for these devices, monitor trends, and tailor inspection and enforcement initiatives appropriately.

Where Are We Now?

A total of 15 incidents involving injury occurred in 2001.

Where Do We Want to Be?

The department's target is to keep the number of incidents at or below the base year number of 13 incidents in 2000. This target will be achieved by ongoing consultation with the industry, inspection, and enforcement of regulation.

Core Business Area 3:

Alcohol, Gaming and Amusements Regulation

Percentage of Licensees Inspected Which are In Compliance

Consumer protection is a desired outcome within the department's core business area of alcohol, gaming, and amusements regulation.

One of DEL's strategies to protect consumer interests and public confidence in the alcohol and gaming services sector is to conduct site inspections and work with licensees to ensure the licence community is in compliance with all applicable acts and regulations.

What Does The Measure Tell Us?

Tracking the percentage of licensees inspected who are in compliance provides feedback to the department in gauging how well regulations are both understood and adhered to. By monitoring compliance the department is also able to identify specific problem areas so that resources can be focused in those areas.

Where Are We now?

In 2001 there was a 95% compliance rate with acts and regulations.

Where Do We Want To Be?

Our ongoing target to 2004/2005 is to maintain a compliance percentage in excess of 95%. This target will be achieved by monitoring problem areas and working with licensees to increase awareness of regulations and policies.

Core Business Area 4:

Employment Standards and Labour Services

Percentage of Working Time Lost Due to Strikes and Lockouts in NS Compared With the National Average

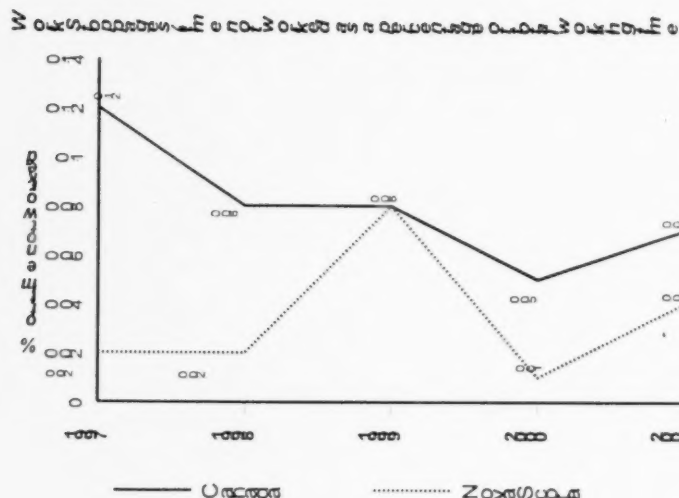
Within DEL's core business area of employment standards and labour services, the department has a desired outcome of improved client service. One way we work to improve our service is to maintain a harmonious and stable labour relations environment while minimizing the percentage of work time lost due to strikes and lockouts.

What Does The Measure Tell Us?

This measure is one indicator of labour stability, an important factor for economic development. In recent years Nova Scotia has shown a high degree of labour stability, and time loss in the economy has been below the national average. This comparison helps the department to monitor trends, set targets, and determine priorities.

Where Are We Now?

The percentage of working time lost due to strikes and lockouts was .04% for Nova Scotia and .07% nationally in 2001.



Source: Human Resources Development Canada
Nova Scotia Department of Environment and Labour

Where Do We Want To Be?

Our ongoing target through to 2004/2005 is to remain at or below the national average for percent of work time lost. This will be accomplished through effective use of the conciliation and mediation processes.

Core Business Area 5

Pension and Financial Services Regulation

Percentage of Plan Members Covered by Pension Plans Registered With the Province That Are Considered Secure

A desired outcome within DEL's core business area of pension and financial services regulation is security of retirement income for members of private pension plans.

What Does The Measure Tell Us?

The measure represents the percentage of pension plan members who participate in financially secure pension plans registered under the *Pension Benefits Act*. Generally, a plan is financially secure when assets are sufficient to cover liabilities.

Where Are We Now?

In 2001, 95.5% (baseline measure) of plan members were covered by plans registered with the province that were considered secure. Those plans that are not 100% funded have a five year period to return their plans to full funding.

Where Do We Want To Be?

The target for 2004/2005 is to have 100% of plan members registered in financially secure plans, or in plans which have filed a strategy to achieve full funding in a five year period. This will be accomplished through ongoing review and analysis of valuation reports and data to identify solvency and funding problems, and overseeing employer payments required under legislation to bring pension plan to full funding.

7. Department of Environment & Labour - Organizational Chart

